



DUTY STATEMENT

POSITION INFORMATION

Classification Title	Senior Environmental Scientist (Specialist)
Position Number	415-001-0765-903
CB Identifier	R10
Working Title	Senior Scientist, Climate Change and Regional Resilience Policy
Division / Unit	Executive Office
Incumbent Name	Vacant
Working Location	Auburn, CA
Supervisor/Manager	Angela Avery, Executive Officer
Tenure	Limited Term, Full Time
Effective Date	
Conflict of Interest Filing (Form 700) required for this position.	Yes

All employees are expected to work cooperatively with others; maintain regular, consistent, and predictable attendance; and possess integrity, initiative, dependability, and good judgement.

GENERAL DESCRIPTION

The reporting location for the Senior Environmental Scientist (Specialist) (SES) position is at the Sierra Nevada Conservancy (SNC or Department) headquarters office in Auburn. Under general direction of the Executive Officer and acting as lead over Climate Change and Regional Resilience assessment and planning, the SES independently performs a variety of complex and responsible professional scientific office and field work, with a significant degree of public and interagency engagement. The SES identifies problems, investigates and documents solutions and advises the executive team on various courses of action; prepares guidance, policy, and planning documents and legislative proposals; interprets regulatory and compliance documents; works on multi-agency and multi-jurisdictional teams representing the SNC; provides consultative advice to various governmental entities and agencies; prepares scientific correspondence and positions in response to questions from the public; develops projects, identifies resources, and develops and oversees external contracts defining and testing innovative planning approaches; and does other related work. Frequent travel throughout the Region will be required.

JOB FUNCTIONS

(E=Essential / M=Marginal Functions)

35% (E) – Climate Change and Regional Resilience Program Development

The SES is responsible for leading and developing the SNC's Climate Change and Regional Resilience program, including the development and use of unique techniques and methodologies to help assess, understand, address, and resolve complex climate change, community, and natural resource problems and to develop climate adaptation



strategies and improve resilience in communities and landscapes across the Sierra Nevada Region.

Provides senior-level leadership to internal and external teams in assessing needs, issues, and opportunities in the Region, identifies projects and programs that address climate change and regional resilience, and makes recommendations to the executive team.

- Develops and implements pilots and long-term projects working with local, state, federal, tribal, nonprofit organizations, and the private sector, addressing climate change and defining and addressing regional resilience.
- Oversees the expenditure of funds, development of contracts, interagency agreements, memorandums of understanding and cooperative sharing of resources with other federal and state agencies and the private sector in carrying out projects that achieve state goals in climate change and regional goals in community and natural resource health and resilience.
- Assists staff in the development of SNC projects and programs in the areas of climate change and regional resilience affecting issues in the areas of forest and watershed health, wildfire, community sustainability, working landscapes, tourism, and recreation.
- May independently represent the SNC on climate change and regional resilience affecting issues at high level hearings, conferences, and meetings with legislative bodies, other state and federal entities, and the public.

30% (E) – Scientific Research and Investigations

Leads SNC efforts to define and test climate change and regional resilience approaches that meet the varied needs of residents, communities, and landscapes across the Sierra Nevada Region; develops new and contributes to ongoing science-based policies, procedures, methodologies.

- Independently develops and uses science-based techniques and methodologies to solve regional resilience problems and meet state and regional climate change goals.
- Applies scientific method to independently perform assigned public health, environmental, and natural resource management analysis, research, surveys, investigations, and studies; collects environmental data; analyzes and evaluates data to reach sound conclusions; reviews, checks, and interprets scientific and environmental reports.
- Writes clear, complete, and accurate final reports, memos, and other materials documenting efforts, findings, conclusions, and recommendations.
- Provides SNC-focused, science-based consultative advice to various governmental entities and agencies.
- Leads and directs teams in science-focused projects and investigations.
- Serves on multi-agency teams conducting field work, documenting outcomes, and developing theses and conclusions.
- As assigned, prepares or assists in the preparation of legislative, regulatory and compliance documents.
- Works with teams to publish scientific studies and findings.



15% (E) – Policy Development and Public Communications

Leads multi-agency and multi-jurisdictional initiatives and projects developing policy designed to protect natural resources, define regional resilience, and meet the state's climate change goals; advises SNC executive team on significant changes/updates and their potential impacts to Regional community and natural resource health and resilience; develops policy positions on climate change and regional resilience.

- Testifies, presents, and represents SNC at hearings, meetings, and conferences and participates on panels regarding SNC science-based programs, proposals, needs, and efforts.
- Provides scientific consultation with legal staff as relevant legal questions and issues arise.
- Interprets current scientific publications and other agencies' science-based practices and positions for their relevance to SNC policies, priorities, and Regional Goals.
- Coordinates current topical science positions in support of SNC climate change and resilience policy development; works with policy staff to develop clear, science-based positions in response to administration and legislative inquiries and needs; assists in assessing the impact of proposed state and federal environmental legislation and regulations.
- Provides consultation with the media team to develop effective, persuasive, factual, science-based outreach materials in support of implementation of the SNC's climate change and resilience programs.

10% (E) – Subject Matter Expert

Functions as an in-house technical science expert and consultant in climate change, resilience, and other natural resource-related areas.

- Consults with staff and stakeholders, using specialized knowledge, background, and experience on the application of forestry principles and techniques to provide expertise in the development, analysis, communication, and outreach of regional programs and projects.
- Leads and coordinates climate and resilience activities, internally and externally, with grantees and contractors, other governmental agencies, citizen groups, and other interested or affected entities.
- Maintains positive working relationships with federal, local, and statewide leaders throughout the Region.

10% (M) – Miscellaneous Activities

Presents at Board Meetings and leads or contributes to the development and conduct of Board tours, as scheduled. Responds to general calls and emails; attends and presents at staff meetings; maintains content of assigned webpages; complies with administrative reporting requirements (e.g., completion of timesheets, travel expense claims, training requests, individual development plans); completes required trainings.

SUPERVISION RECEIVED

The Senior Environmental Scientist (Specialist) is supervised by the Executive Officer but may receive assignments from other members of the Executive team.



SUPERVISION EXERCISED

None.

ATTENDANCE

Must maintain regular and acceptable attendance at such level as is determined at SNC's sole discretion. Must be regularly available and willing to work the hours SNC determines are necessary or desirable to meet its business needs.

REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES (From class specifications)

Knowledge of: Basic principles of land, water, fish, wildlife, and other natural resources research; principles of ecology; soil and irrigation sciences, resource management, hydrology, geology, and waste prevention; statistical methods; land-use practices with reference to their general effect on human health, natural resources, agricultural productivity, and the environment; effects of hazardous and non-hazardous waste material and their interactions on the environment; chemical reactions; California and Federal environmental laws, rules, regulations, and requirements; basic toxicology, hydrology, geology, and principles of risk assessment and risk management; concepts employed in a variety of disciplines including environmental planning, economics, and resource management; geolocation and geo-referencing software applications, resource conservation program impacts and implementation strategies; and recycling issues. Broad knowledge of the legislative process; California and Federal environmental regulatory and resource management laws, regulations, plans, programs, and policies relating to their program area; resource management practices and techniques; and chemical substances and waste materials and their interactions with and effects on public health and the environment.

Ability to: Apply or modify scientific methods and principles; collect environmental data; analyze and evaluate data and reach sound conclusions; review, check, and interpret scientific and environmental reports; analyze situations and take appropriate actions; establish and maintain cooperative relations with all persons contacted; communicate effectively; prepare clear, complete, and technically accurate reports; apply laws, rules, regulations, policies, and requirements of California and Federal environmental protection and resource management programs; assess the impact of proposed State and Federal environmental legislation and regulations; understand principles of risk assessment and risk management; work with professionals from a variety of disciplines within and outside of State government; and review and understand technical research reports on emerging public health and environmental issues; develop scientific methodologies, research projects, criteria, procedures, guidelines, reference materials, planning and regulatory documents, and other innovative solutions for critical and/or sensitive environmental management problems; independently plan environmental studies; provide research and evaluation of short-term and important projects concerning public health and environmental protection; develop techniques for handling and analyzing a large variety of detailed data; communicate the results and implications of studies to non-specialists; act as an expert witness in court or at legislative or quasi-judicial hearings; provide leadership in accomplishing basic functions and objectives in assigned programs; and inspire confidence and effective working relationships with employees, managers, and leaders in government and industry.



OTHER INFORMATION

Incumbent must possess good communication skills; use good judgment in decision-making; exercise creativity and flexibility in problem identification and resolution; manage time and resources effectively; have the ability to act independently; be open-minded, flexible, tactful; and be responsive to SNC management needs.

WORK ENVIRONMENT

The duties of this position are performed indoors in a modern office environment. The incumbent's workstation is located at SNC Headquarters office and is equipped with standard or ergonomic office equipment, as appropriate. Prolonged sitting, use of telephone, personal computer, and copier are required. Incumbent must work well under pressure, meeting multiple and sometimes conflicting deadlines. Travel is required (including driving or riding in a vehicle) and may require incumbent to be outdoors, occasionally walking on uneven terrain and working in inclement weather, when required to attend site visits. Occasional lifting, carrying, and/or moving up to 25 pounds may be required.

TELEWORK ELIGIBILITY AND EXPECTATIONS

This position is eligible for telework, unless otherwise noted by duty. Any approved alternate work location and specific working schedule must be documented on the SNC Telework Agreement (STD 200). All telework agreements are developed under and subject to the conditions and criteria established in the SNC Telework Program Policy (HR-02).

All SNC positions may be subject to 100 percent teleworking if ordered under emergency circumstances, which may be issued or rescinded without notice.

EQUAL EMPLOYMENT OPPORTUNITY (EEO) STATEMENT

All SNC employees are expected to conduct themselves in a professional manner that demonstrates respect for all employees and others they come in contact with during work hours, during work-related activities, and anytime they represent the Department. Additionally, all SNC employees are responsible for promoting a safe and secure work environment free from discrimination, harassment, inappropriate conduct, and retaliation.

Duties of this position are subject to change and may be revised as needed or required.



EMPLOYEE ACKNOWLEDGEMENT

I have read and understand the duties listed above and I can perform these duties with or without reasonable accommodation. (If you believe reasonable accommodations are necessary, discuss your concerns with the hiring supervisor/manager. If unsure of a need for a reasonable accommodation, inform the hiring supervisor/manager, who will discuss your concerns with Human Resources.)

Employee Printed Name _____

Employee Signature _____

SUPERVISOR ACKNOWLEDGEMENT

I have discussed the duties of this position with, and have provided a copy of this duty statement to, the employee named above.

Supervisor Printed Name _____

Supervisor Signature _____